INCENTIVE PLAN CHANGE TEMPLATE

Name_____Theodore Eliopoulos_____   Position _____Senior Investment Officer / Real Estate_____

Part A: Addition of Performance Measure
Recommend the following Performance Measure be added to the Incentive Plan:

Weight	Factor	Performance Measure	Incentive Schedule
2%	Inflation Linked Asset Class – Coordination to Launch the New Asset Program	Inflation Linked Asset Class: • Team with other asset classes to develop and implement the new asset class; develop and present Infrastructure and Forestland policies and present to Investment Committee and Investment Policy Subcommittee. • Assist the ILAC team in identifying resources required for implementation and in securing such resources through the administrative processes. • Oversee the portfolio management of Infrastructure and Forestland assets originated in Real Estate prior to their transfer to the ILAC. • Work with ILAC team and investment and fiscal operations team members to move and account for assets and assist in the maintenance of investments until permanent staff is secured. • Provide consultative services to the ILAC team members on external managers, investment opportunities, and policies affecting Infrastructure and forestland investments.	From Schedule

Reason for addition: Assisting with the launching of the new Inflation Linked Asset Class (ILAC).

Part C: Modification of Performance Measure

Recommend the Performance Measure(s) listed below be modified as indicated:

Description in Current Incentive Plan:

Weight	Factor	Performance Measure	Incentive Schedule
30%	Non-Core Portfolio Performance	Total Non Core portfolio return before fees exceeds NCREIF Total Performance for the fiscal year ending June 30, 2008 (returns lag one quarter, 30% weight).	0 basis points = 0 +100 basis points = 1.0 +150 basis points = 1.5

Proposed description (changes shown in **bold**):

Weight	Factor	Performance Measure	Incentive Schedule
28%	Non-Core Portfolio Performance	Total Non Core portfolio return before fees exceeds NCREIF Total Performance for the fiscal year ending June 30, 2008 (returns lag one quarter, **28%** weight).	0 basis points = 0 +100 basis points = 1.0 +150 basis points = 1.5

Reason for proposed change: Assisting with the launching of the new Inflation Linked Asset Class (ILAC).